

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**KING COUNTY**  
**and**  
**SERVICE EMPLOYEES INTERNATIONAL UNION**  
**PUBLIC SAFETY EMPLOYEES, LOCAL 519**  
**Alternative Work Schedule**  
**Concerning Communication Center Employees Bargaining Unit**

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The parties, King County represented by Deborah Bellam, and Service Employees International Union, Public Safety Employees, Local 519 (PSE 519) represented by Dustin Frederick, hereby agree to the following with regards to the above referenced bargaining unit.

The parties acknowledge that many Communication Specialists would like to work a four (4) days per week, ten (10) hour day schedule. The parties agree that current staffing levels will not allow for such a staffing pattern. When the parties agree that staffing levels will allow for a successful four/ten (4/10) schedule, the parties will implement such schedule on an agreed upon date.

When the Union believes sufficient staffing levels allow for such a schedule change, the Union will request that the King County Sheriff's Office (KCSO) implement such schedule change. The KCSO will evaluate such request and if it confirms that staffing levels will allow such a schedule change, it will implement such change in a timely manner. In the event the KCSO does not agree that staffing levels permit such a change, the KCSO will give to the Union, in writing, the number of additional staff members that are required before this change can be made, and the date this level is expected to be achieved. The KCSO will then implement such change when staffing levels reach this mark.

The parties agree that such change will be for an experimental six (6) month period, with King County retaining the right to revert to the traditional five/eight (5/8) schedule, (or another

schedule with the proper notice required by the collective bargaining agreement,) with thirty (30) calendar days notice.

The parties also agree to draft a Memorandum of Understanding prior to the implementation of the four/ten (4/10) schedule, consistent with other four/ten (4/10) Memorandum of Understanding, concerning King County Sheriff's Office employees that summarizes the criteria that will be used to evaluate the four/ten (4/10) schedule, as well as the parties' agreement with respect to other issues such as employee benefits (overtime, holidays, vacation, etc).

This agreement is effective from January 1, 2005 through December 31, 2005 and constitutes the full and final agreement on the issue of four/ten (4/10) schedules in the Communication Center at King County Sheriff's Office.

I agree to the above terms on behalf of:

**For King County:**

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Ron Sims  
King County Executive

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Date

**For Public Safety Employees  
Local 519:**

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Dustin Frederick  
Business Manager, Local 519

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Date